

## From The Chairperson...



Don Arnette, Chairperson  
FEB Atlanta

As I review my year as Chair, I think one of the significant accomplishments of the Atlanta FEB was to continue the dialogue on emergency preparedness and how we can learn from each other as we deal with some of the difficult issues of weather emergency, Continuity of Operations Planning, and other issues.

It is hard to believe that it has been a full year since I assumed responsibility as the FY 2007 Chair of the Atlanta Federal Executive Board (FEB). And indeed it has been a FULL year as a result of all of the activities of the FEB. Being a relatively new arrival to the Atlanta federal community, my involvement in the FEB probably was one of the best things I could have done. I quickly met the Atlanta federal leadership and was able to establish collaborative partnerships that benefitted me in my agency role. It might have taken me longer to get involved and to get to know my colleagues with missions that might partner well with my initiatives were it not for my FEB involvement. I strongly recommend active participation with the FEB.

As I review my year as Chair, I think one of the significant accomplishments of the Atlanta FEB was to continue the dialogue on emergency preparedness and how we can learn from each other as we deal with some of the difficult issues of weather emergency, Continuity of Operations Planning, and other issues. This year the primary focus was on planning in the event of a pandemic influenza. While there are still some issues to be resolved, the FEB has been instrumental in keeping the conversation going and gaining new insight to share with the Atlanta federal community so that we will all be better prepared. We have raised the right questions and the FEB is continuing to seek the latest available information.

I am also proud of the fantastic Employee of the Year Luncheon hosted by the Housing and Urban Development Administration and the fact that we raised the most dollars ever for the Combined Federal Campaign under the leadership of the Internal Revenue Service. The Atlanta federal community can be counted on to step up to the plate and exert a winning effort.

Finally, I'd like to thank the members of the Atlanta FEB Policy and Steering Committee for serving with me in guiding the planning for the Atlanta federal community. While I will no longer serve as Chair, I will continue as an active and involved member of the Board. In fact, I have the pleasure to serve as a Division Chair for the 2007 Combined Federal Campaign and you can be sure I will be working hard with my division to make its goal because all of us know the importance of "Taking A Stand by Lending A Hand." I will also be calling on all of you for your participation in the 2008 Employee of the Year Luncheon. I am fortunate because my agency, USDA, Food and Nutrition Service, agreed to follow HUD as host. We look forward to another successful event!

And now I turn the reins over to the very capable hands of Paul Barnes, Regional Commissioner of the Social Security Administration. □

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"Take A Stand By Lending A Hand" is the 2007 CFC theme. It symbolizes what the Federal community has done to improve the lives of those in need.

ATLANTA FEDERAL EXECUTIVE BOARD

# Combined Federal Campaign

September 20 marked the official kick-off of the 2007 Metropolitan Atlanta Combined Federal Campaign (CFC). Once again, through this annual fund-raising campaign, Federal and Military employees throughout the Metropolitan Atlanta area will be given the opportunity to help those in need of assistance by donating to their favorite charitable organization(s).

Each year, Federal employees and military personnel raise millions of dollars through the CFC that benefit hundreds of non-profit charities. Last year, the CFC raised over \$4.5 million dollars for local, national, and international charitable organizations. This year, we expect to raise over \$5 million! With the CFC, Federal employees can make donations via payroll deduction, cash, or check. All gifts are tax-deductible.

"Take A Stand By Lending A Hand" is the 2007 CFC theme. It symbolizes what the Federal community has done to improve the lives of those in need. The CFC opens the door to more opportunities for generous giving to literally hundreds of worthy causes. Donations made through the CFC have provided meals for hungry children, relief for families in need of counseling, further work on cures for diseases, comfort for the dying, access to clean water in the Third World and renewed hope and better lives for millions of people in our local and global community.

For more information on the CFC, how to make your donation, or upcoming CFC activities, contact the CFC Office at 404-562-3349 or visit us on line at [www.cfcatlanta.org](http://www.cfcatlanta.org). □



Please contact us with any questions/comments you may have. If you would like to submit an article, please do so by the 15th of the month.

**Don Arnette**

Chairperson

**Gwenne Campbell**

Executive Director

**Robbie Brock**

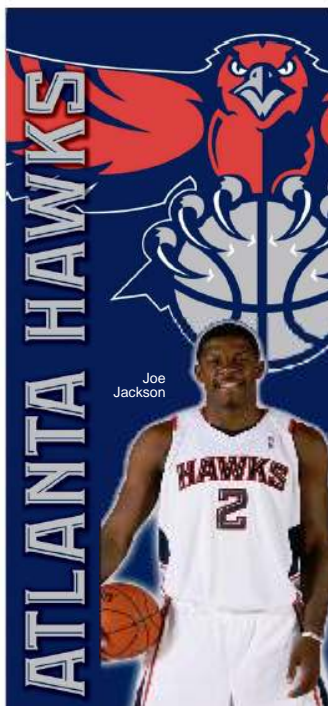
Editor

**Phone: (404) 331-4400**

**Fax: (404) 331-4270**

75 Spring Street, Richard B. Russell Federal Building,  
Suite 1142, Atlanta, GA 30303

*The Right Focus - Atlanta FEB Newsletter  
is designed by Barbara Holzworth, GSA, FSS  
and published by Pat Brown, DAPS*



## Combined Federal Campaign Night with the Atlanta Hawks!!



VS.



**Hawks vs. Seattle Sonics**

**Friday, November 16th  
7:30 Game Time**

Fax to: 404-331-0322 (Confidential)

Contact Person: Combined Federal Campaign (Attn: Patty Royal)

Richard B. Russell Building, Room P44, 75 Spring Street  
Atlanta, GA 30303

For more information: Call 404-562-3349, or

E-mail [cfcatlanta@bellsouth.com](mailto:cfcatlanta@bellsouth.com)

Deadline to use this form is 10-26-07. Call 404-562-3349 after this date.



# TAKE A STAND BY LENDING A HAND

2007 METROPOLITAN ATLANTA COMBINED FEDERAL CAMPAIGN





# November is National Adoption Month “Answering the Call”

November is National Adoption Month, a month set aside to raise awareness about the adoption of children from foster care, promote adoption, and support adoptive families. There are about 518,000 children in the foster care system in the United States and 114,000 of these children are waiting for families to adopt them. The majority of waiting children belong to racial minority groups. Older African American boys wait the longest for adoption. About 19,000 young adults age out of the foster care system without ever being adopted.

This year the Administration for Children and Families in collaboration with AdoptUSKids, the Advertising Council and the Adoption Exchange Association is placing special emphasis on adopting older children and teens through their ad campaign. One slogan is “You don’t have to be perfect to be a perfect parent. There are thousands of teens in foster care who

would love to put up with you”. We challenge you to Answer the Call to these youth who need caring, loving families to provide them with a permanent home.

Older children in foster care tend to have the hardest time being placed for adoption due to their age. Additionally, potential adoptive parents may not consider older children simply because they cannot afford the extra financial obligations of paying for college. However, there is good news in this regard in that Congress and the Senate recently passed the College Cost Reduction Act of 2007. This legislation is awaiting the President’s signature and will allow youth adopted from the foster care system at the age of 10 years or older to be considered as an “independent student” for higher education financial aid purposes.

When older children and teens have longer stays in foster care they are at risk of drug use, poor school performance, homelessness, prostitution or jail time. Most teens who have been adopted thrive in their new families and say it was the best thing that ever happened to them.

We are asking you to open your heart and your home and Answer the Call by becoming an adoptive parent to our nation’s most vulnerable children and give them love, nurturing and guidance so they can reach their full potential.

For more information about National Adoption Month activities and ways in which you can make a difference in the life of a child awaiting adoption, please visit Child Welfare Information Gateway – [www.childwelfare.gov/adoption/foster/rpr/](http://www.childwelfare.gov/adoption/foster/rpr/). ■

There are about 518,000 children in the foster care system in the United States and 114,000 of these children are waiting for families to adopt them.







## ATLANTA FEDERAL EXECUTIVE BOARD

# Recuperative Care Pilot Project

**F**ive members of the Atlanta Federal Executive Board's Leadership Government Class of 2007 (Larry Ferguson - HUD, Cheryl Fulton - CMS, Genise Huey - CMS, Lynda Lowe - FEMA and Denita Pryor - CMS) had the honor of being on a planning committee to develop Atlanta's first recuperative/respite care program for the homeless. Other members included representatives from Community Foundation of Greater Atlanta, Emory Healthcare, Gateway Center, Grady Health System, Saint Joseph's Mercy Care Services and the United Way of Metropolitan Atlanta.

So what is recuperative care (also known as respite care)? Recuperative care provides services for homeless individuals who are not sick enough to be in the hospital but they are too sick to be on the streets. Currently, hospitals must choose between keeping non-acute

patients in expensive acute-care beds and discharging the patient to the street where recovery will be difficult if not impossible. This recuperative care program will provide another alternative of care.

The launch of an Atlanta recuperative care program is being spearheaded by Tom Andrews, the President of Saint Joseph's Mercy Care Services. Saint Joseph's provides health care and social services to Atlanta's poor and uninsured.

St. Joseph's Mercy Care Services has agreed to run the program and fund it for the six month pilot. After the pilot, the hope is that key downtown health care providers will support and contribute funding to the program.

The Gateway Center will be the home for this pilot project. This program will place medical staff at the center which could save Grady Memorial Hospital at least \$1 million annually. This is money that is normally spent on homeless who do not fully recover from an earlier stay and are continually readmitted to the hospital.

In June 2007, the Atlanta FEB Government Class team members for the recuperative care project were invited to speak at the Region IV U.S. Interagency Council on Homelessness (USICH) meeting to discuss the team's accomplishments regarding the pilot initiative. Attendees included Philip Mangano, Executive Director, USICH; Bob Young, Outgoing USICH Regional Chairperson and Carlis Williams, Incoming USICH Regional Chairperson and Michael German, USICH Regional Coordinator. The team was commended by Mr. Mangano for their participation in the development of this project.

Their efforts support the U. S. Interagency Council on Homelessness' mission which is to develop a comprehensive Federal approach to end homelessness within 10 years.

The recuperative care pilot is scheduled to be launched January 2008. ▣

Recuperative care provides services for homeless individuals who are not sick enough to be in the hospital but they are too sick to be on the streets.



Larry Ferguson - HUD, Cheryl Fulton - CMS, Genise Huey - CMS, Lynda Lowe - FEMA and Denita Pryor - CMS



ATLANTA FEDERAL EXECUTIVE BOARD

# Leadership Government Class of 2007

**O**n September 27, 2007 the Atlanta Federal Executive Board's Leadership Government Class of 2007 fulfilled the rigorous requirements of the Leadership Government program and received their certificate of completion. This year's participants were very dynamic individuals who really understood the dynamics of leadership and team work.

The Leadership Government Class of 2007 represents a wide cross section of government. They are Jerry Barth, Economist, Bureau of Labor Statistics; Michael Renee Daniels, Contract Manager, Center for Medicare and

Medicaid Service; Anita B. Washington, Supervisory Biologist, U.S. Food and Drug Administration; Larry Ferguson, Construction Analyst, Housing and Urban development; Cheryl Fulton, CFO Coordinator, Center for Medicare and Medicaid Services; Randy B. Gray, Sr., Computer Specialist, Department of Labor; Tanzee L. Hall-Jones, Business Development Specialist, Small Business Administration; Vianna W. Harris, Lender Relations Specialist, Small Business Administration; Genise R. Huey, Accountant, Center for Medicare and Medicaid Services; Jacq Marie Jack,

Senior Environmental Specialist, Environmental Protection Agency; William F. Kappler, Senior Environmental Specialist, Environmental Protection Agency; Lynda V. Lowe, Senior Emergency Management Program Specialist, Federal Emergency Management Agency; Kenneth A. Lucas, Organization Development Specialist, Environmental Protection Agency; Nancy Mckee, Environmental Scientist, Environmental Protection Agency; Jamelle L. Pruden, Auditor, Department of Education - Office of the Inspector General; Denita Pryor,

*please continue on next page*



## Leadership Government Class of 2007 Graduates

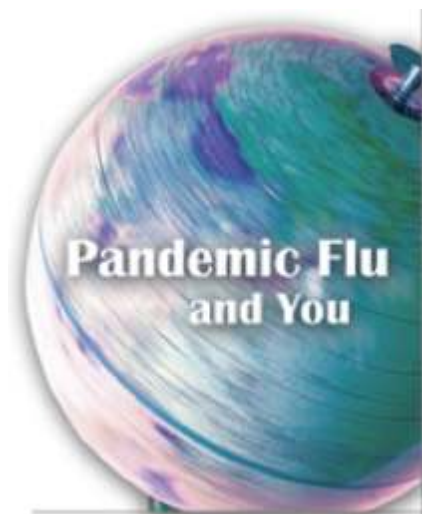
Policy Analyst, Center for Medicare and Medicaid Services; Sandra Camille Sain, Triage Coach - Veterans Services Center, Veterans Administration; Pamela K. Swingle; Environmental Scientist, Environmental Protection Agency.

The Atlanta Leadership Government Program was developed from the FEB's commitment to human capital readiness and succession planning. It is designed primarily for GS 13 and GS 14 level participants but qualified GS 12 level personnel are encouraged to apply. The annual program coincides with each fiscal year beginning October 1st and ending September 30th. Specific program highlights are 22-24 full and/or half day sessions that include training, workshops, agency visits, off-site retreats, dynamic speakers, executive interviews, reading assignments, book reports, group projects, discussion groups and other leadership exercises.

A significant part of the Leadership Program is to develop a team project with a stated outcome and measurable results. This is no easy task considering the group has only a few months to develop the concept and to complete the project. The four projects that were developed during the year were, "The Employee Assistance Program", "Recuperative Care and the Homeless", "Faith-Based Initiatives", "Energy Conservation -The Light Bulb Initiative".

"When comparing the program training and benefits on a cost/dollar basis, managers can surely see the value in nominating potential candidates for admittance into the program because similar training through other institutions would cost thousands of dollars more per participant", states Gwenne Campbell, Executive Director, Atlanta Federal Executive Board.

The Atlanta Leadership Government Class of 2008 begins in October 2007. Thirty-two candidates have been selected to participate in the program during the coming year. Applications are available beginning in June and can be obtained from the Federal Executive Board's website at [www.atlanta.feb.gov](http://www.atlanta.feb.gov) □



## Do You Know What You Need To Know About Pan Flu?

For the last two years the Atlanta FEB has been gathering and sharing information relating to the possibility of a pandemic influenza. The FEB has hosted a number of information sessions ranging from a presentation at CDC by Dr. Stephen Redd to workshops led by the Fulton County Emergency Management team. While no one knows whether or not there will be a pandemic outbreak, The President has directed each federal departments and agencies to develop a comprehensive preparedness plan in the event this country experiences a pandemic influenza outbreak. These plans should incorporate pandemic influenza considerations into agency Continuity of Operations (COOP) planning.

It is important that all agency employees be aware of the threat of a pandemic influenza and that they do adequate personal planning as well. Pandemic influenza has been defined as "a global outbreak of disease that occurs when a new influenza virus appears or "emerges" in the human population, causing serious illness, and spreads easily from person to person worldwide." The World Health Organization and American public health and animal specialists are monitoring avian influenza outbreaks worldwide, however, a major part of the preparedness effort centers on communication.

While there are some issues still remain to be resolved much information is currently available. HHS has launched a series of TV and radio public service announcement to raise community awareness and to educate the public about the steps people can take to prepare. Be sure that all employees know the following basic information:

The Office of Personnel Management has issued numerous workplace guides, fact sheets and questions and answers. This information can be found at [www.opm.gov/pandemic](http://www.opm.gov/pandemic).

HHS manages a website on behalf of the entire Federal government and this website contains 19 checklists and guidances. Individuals and families can draw on these checklists to develop their own plans. The website is [www.pandemicflu.gov](http://www.pandemicflu.gov).

The overall health advice is that hand washing, avoiding people who have influenza, voluntarily staying home when ill or caring for ill family members will help reduce the possibility of spreading disease.

The FEB will continue to share information as it becomes available. □

The Office of Personnel Management has issued numerous workplace guides, fact sheets and questions and answers. This information can be found at [www.opm.gov/pandemic](http://www.opm.gov/pandemic).





Atlanta Public Schools  
Deputy School Superintendent,  
Robert Atterbury

## ATLANTA COMMUNITY UPDATE

# High Schools Are Changing

For years people have talked about the failure of American high schools – the dismal dropout rate; the lack of interest; and, ultimately, poor job skills and performance. Finally, a reform movement is taking place across the United States. Partially funded by the Bill and Melinda Gates Foundation, schools in New York City, San Diego, and Atlanta have been involved in transforming high schools to meet student needs, advance achievement and for lifelong success.

The major proposed solution is creating small learning communities of 175-200 students-smaller schools within schools. The anticipated outcome is that significant gains will be made in academic achievement by planning these smaller schools around student interest and the 21st century job market. Atlanta Public Schools piloted this concept with the new schools at Carver High School and in 2007 rolled out

plans for two additional schools- Therrell High School and South Atlanta High School. Their goal is to increase the graduation rate to 90 percent and to graduate students with real world work knowledge and experience.

Each has four small learning communities with a principal and specialized curriculum. At Therrell, the four schools are Health Science and Research, Engineering, Math and Science, Law, Government and Public Policy, Business and Entrepreneurship. South Atlanta's four schools are Health and Medical Science, Leadership and Economic Empowerment, Engineering and Computer Science, and Law and Social Justice.

In August 2007, Deputy School Superintendent, Robert Atterbury, invited the federal community's involvement during his speech to the Federal Executive Board. The federal community can play a

role by serving as guest instructors sharing information about federal careers and programs; hosting field trips; offering student internships; assisting with curriculum development; and by serving on small school advisory boards. For example, one school is interested in learning more about Environmental Justice. Another school wants to help students develop business plans. Both offer excellent opportunities for federal agencies to get involved. The FEB is collecting input from agencies for their targeted involvement.

Working with these schools not only helps the schools with their mission but also ensures that perhaps we will attract the best and brightest to careers in federal government. □

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# America Celebrates...

## SEPTEMBER

### CONSTITUTION DAY

September 17, 2007 represented the 220th anniversary of our nation's founding document. Our U.S. Constitution is one of the most influential documents in existence. Since its creation some two hundred years ago countries around the world have used it as a model for their own. It is the central instrument and the "supreme law of the land". Each year since February 29, 1952 the President has proclaimed the week beginning September 17 and ending September 23 as "Constitution Week". The President also designated September 17th as "Constitution Day" and encouraged all federal, state, and local officials as well as civic, social and educational organizations to conduct ceremonies and programs that celebrate our constitution.

## OCTOBER

To honor the achievements of Hispanic Americans, the Congress has authorized and requested that the President designate September 15 through October 15 each year as To honor the achievements of Hispanic Americans, the Congress has authorized and requested that the President designate September 15 through October 15 each year as "National Hispanic Heritage Month".

During National Hispanic Heritage Month, we join together to celebrate and applaud the accomplishments of Americans of Hispanic descent who have excelled in public service, science, law, education, politics, business, the arts and many other fields. Today, more than 200,000 Hispanic Americans are serving valiantly in our armed forces and our Nation is grateful for their courage and sacrifice. In addition, thousands of Hispanic Americans are helping to defend and protect our homeland by serving as police officers and fire fighters. All Americans are thankful for their daily work in helping to keep our Nation safe.

The U. S. Office of Personnel Management (OPM) is celebrating National Work and Family Month. OPM is acknowledging the important role of work/life programs and policies in recruiting, retaining, and motivating

the best possible Federal workforce. They are encouraging agencies to celebrate within their own organizations. Ideas and activities are available from the Alliance for Work/Life Progress at [www.awlp.org](http://www.awlp.org).

To recognize the contributions of Americans with disabilities and to encourage all citizens to ensure equal opportunity in the workforce, the Congress (36 U.S.C. 121) has designated October of each year as "National Disability Employment Awareness Month."

## NOVEMBER

### American Indian and Alaska Native Heritage Month

The first American Indian Day was celebrated in May 1916 in New York. In 1990, President George H.W. Bush signed a joint congressional resolution designating November 1990 as "National American Indian Heritage Month." Similar proclamations have been issued every year since 1994.

VETERANS DAY IS NOVEMBER 11, 2007

CALLING ALL VETERANS

**WEAR YOUR MEDALS**

AND

**SHOW YOUR PRIDE**

The Department of Veterans Affairs calls on all veterans to express their patriotism and pride on Memorial Day and other major patriotic holidays through a display of medals earned in their military service.

Join your comrades in public display of your military decorations. It's a way to show your community the spirit of America's veterans and remind your neighbors of the service and sacrifice of those who guarded democracy.

As we salute America's heroes on Memorial Day, Veterans Day and the Fourth of July, wear your medals and show your pride, whether participating in public observances or relaxing with family and friends. Your medals tell a story of service in the cause of freedom that all Americans need to hear.

For more information, visit the VA's Web site at: [www.va.gov/veteranspride/](http://www.va.gov/veteranspride/)

# Field Federal Safety and Health Councils

FFSHCs are federal interagency groups chartered by the Secretary of Labor to promote the advancement of occupational safety and health throughout the federal government. 29CFR 1960.88(b) states that federal agency heads should encourage each field activity having responsibility for the safety and health of agency employees to participate in the activities of the FFSHCs. These FFSHCs provide an effective tool for bringing together local safety and health personnel with peers in their region. Occupational safety and health training, access to experts, and opportunities for idea sharing and problem solving are all offered by the FFSHCs during their meetings and events.

The last meeting of the Atlanta Safety and Health Council was sponsored by the National Safety Council. See if you can fill in the blank statements that cover Defensive Driving. □

1. On average, every day \_\_\_\_\_ traffic fatalities occur in the US.
2. The key to defensive driving is \_\_\_\_\_.
3. In the state of Georgia it is \_\_\_\_\_ to stop in the middle of an intersection.
4. Over \_\_\_\_\_ million drivers in the US are 65 and older.
5. Only \_\_\_\_\_ percent of drivers who own pick up trucks wear safety belts.

"It is better to be careful 100 times than to get killed once"  
- Mark Twain

Answers  
(1) 125 (2) awareness (3) illegal  
(4) 30 (5) 66%



## Announcing the Senior Executive Service Federal Candidate Development Program

### DEVELOPING LEADERS FOR THE SENIOR EXECUTIVE SERVICE

*As today's Federal Government evolves to meet ever-higher standards, agencies are challenged to find and train the very best executives to achieve our nation's goals. Increasingly, many agencies must provide leadership training that focuses on global and crosscutting management issues. The Office of Personnel Management, working in partnership with Federal agencies and key stakeholder groups, has developed this governmentwide Federal Candidate Development Program (Fed CDP) to achieve these goals.*

The Fed CDP is based on the five Executive Core Qualifications (ECQs) for SES entry and takes 12 months to complete. This governmentwide CDP trains and prepares graduates for immediate entry into the SES. The program complements Federal agency strategic human capital management and leadership development initiatives. As a benefit, participating agencies receive a temporary SES allocation slot, for up to three years, for each sponsored candidate.

The curriculum is comprehensive and includes classroom work, interagency experience, on-the-job learning, mentoring, coaching, field experiences, and Web-based learning. Participants will gain, and therefore offer, a broader perspective as they learn with and from other agency candidates. A core benefit of the program is access to senior White House and Cabinet-level personnel, who serve as speakers and workshop leaders.

**For more information visit [www.opm.gov/ses/fedcdp](http://www.opm.gov/ses/fedcdp).  
If you have additional questions contact  
Quinta Spear at [quinta.spear@opm.gov](mailto:quinta.spear@opm.gov) or  
by phone at (202) 606-8122.**

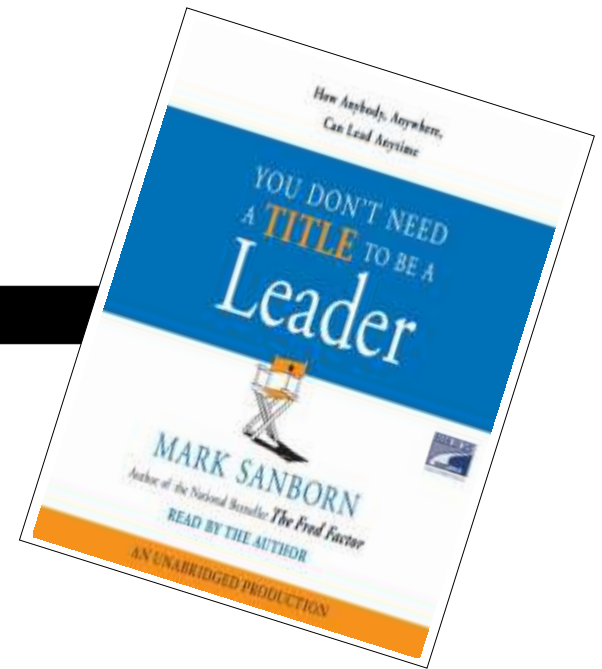
#### The Fed CDP Provides Agency Benefits including:

1. Human capital and succession planning strategy enhancement
2. An immediate temporary SES allocation slot (up to three years) for each sponsored candidate
3. Partnership with OPM to address governmentwide leadership development needs
4. Training conducted by OPM's Federal Executive Institute



## INSIDE BACK PAGE REVIEW

# You Don't Need A Title To Be A Leader *by Mark Sanborn*



Being a leader does not depend upon your title in the workplace...nor does leadership begin or end in the work place. Leadership can be demonstrated through daily activities at home or the office. As long as you are making a positive difference in the lives of those around you—you are being a leader. This is the most important message from Mark Sanborn's book "YOU DON'T NEED A TITLE TO BE A LEADER". Sanborn points out that having an important job title is meaningless. The title provides the person an OPPORTUNITY to actually lead, to do something positive through others. But many times, that opportunity is squandered and no one will view that person as a leader.

Another theme in Sanborn's book is that leaders don't have to change the world; they can be successful by just making their little part of it better. Sanborn emphasizes how leadership can be manifested in many simple,

routine activities of daily life. According to the author, the simple acts of courtesy as you meet and interact with people during the day demonstrates leadership. True leaders do not just influence people and events, they influence people and events in a positive way...making their little part of the world just a little better.

The "Power of Self Mastery" is one of Sanborn's six principles of leadership outlined in the book. Self Mastery refers to the idea that in order to be a leader of others, one must be a leader of one's self. In other words, a leader must first recognize leadership ability within him/her self. Leaders must have the self awareness that they are able to influence others and then make conscious decisions to do so. Moreover, Sanborn makes it clear that a leader must look within him self or her self and determine what is really important as a

life achievement. What is the motivation for putting forth the effort as a leader to "make things better"? Is it money? Is it a meaningful life? Is it both? To be self directed and effective as a leader, Sanborn feels that these issues must first be resolved.

In summary, Sandborn describes leadership in everyday common sense ways that go beyond your traditional leadership books. He takes leadership outside of the workplace and into the home and community where people live...stressing that leaders should be about making a positive difference in every phase of their lives. ■

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- interact with people during the day demonstrates leadership. True
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- people and events in a positive way...making their little part of the
- world just a little better.



# Upcoming Events



For questions

or additional information  
please call Gwenne Campbell  
at (404) 331-4400

november - december 2007

**12 The Federal Benefits Program Open Season** is November 12 through December 10, 2007

**14 November 14 - Lunch & Learn - Identity Theft**



*Happy Holidays 2007!*

The Atlanta Federal Executive Board  
Richard B. Russell Federal Building  
75 Spring Street, SW  
Room 1142  
Atlanta, Georgia 30303